

Appendix 2 - FY 2003 Performance Accomplishments

Bureau of Reclamation Goals-at-a-Glance Table										
Goals		Performance								2003 Performance Report and Discussion
Long-Term Goal	FY03 Annual Goal	FY99 Actual	FY00 Actual	FY01 Actual	FY02 Actual	FY03 Target	FY03 Actual	Responsible Official		
Meet Water and Power Contracts Reclamation will ensure operational effectiveness to deliver or release the amount of water contracted for and to meet 100% of power and water commitments to achieve project benefits each year.	Deliver Water. In FY 2003, deliver or release water from Reclamation owned and operated facilities, dependent on precipitation and water availability.	31.3 MAF	30 MAF	29.1 MAF	29.4 MAF	27 MAF	26.1 MAF	Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region	Estimated Data. This goal is currently behind target because most water deliveries occur late September and final data are not available until mid-to-late October. This goal will be updated in Spring, FY 2004. We may be slightly behind target due to continuing drought conditions in parts of the Western United States. Estimates are based on the most recent data available, which varies per regional office. The final FY 2003 performance information will be provided in a FY 2003 Annual Performance and Accountability Supplemental Report published during the 3 rd Quarter of FY 2004. However, Reclamation believes it will meet the target based on estimated data.	

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<p>Achieve Cost-effective Power Production</p> <p>Maximize power generation and efficiency by maintaining power production costs at a level comparable to the most efficient and lowest cost sector of the hydropower industry and forced outage below the industry average.</p>	<p>Achieve Cost-effective Power Production.</p> <p>In FY 2003, deliver power at a cost that is as low as, or lower than the cost of the 75th percentile for comparable hydropower facilities.</p>	\$5,879 (75 th)	\$6,009 (75 th)	\$6,120 (75 th)	\$6,895 (85 th)	\$7,900	\$7,400	<p>Regional Directors:</p> <p>Maryanne Bach, Director, Great Plains Region</p> <p>Rick Gold, Director, Upper Colorado Region</p> <p>Kirk Rodgers, Director, Mid-Pacific Region</p> <p>Bill McDonald, Director, Pacific -Northwest Region</p> <p>Bob Johnson, Director, Lower Colorado Region</p>	<p>Revised report for FY 2002. Reclamation's final cost of power production was \$6,895, and Reclamation was within 85% of lowest hydropower producers.</p> <p>FY 2003:</p> <p>Estimated Data. The cost of power production per megawatt capacity is an estimate based on FY 2003 financial data. The financial data has not yet been reviewed and verified. The final FY 2003 performance information will be provided in a FY 2003 Annual Performance and Accountability Supplemental Report published during the 3rd Quarter of FY 2004. However, Reclamation believes it will meet the target based on estimated data.</p> <p>No Data. The final FY 2003 performance information will be provided in a FY 2003 Annual Performance and Accountability Supplemental Report published during the 3rd Quarter of FY 2004.</p>
	<p>Power production costs-\$/Net generation in Megawatt capacity (Percentile of lowest cost hydropower industries).</p>	<p>No Data</p>							
	<p>Maintain a Low Forced Outage Rate. In FY 2003, attain a 3% or lower forced outage rate for Reclamation's hydropower units.</p>	1.3%	1.5%	1.6%	1.3%	3%	1.5%	<p>Regional Directors:</p> <p>Maryanne Bach, Director, Great Plains Region</p> <p>Rick Gold, Director, Upper Colorado Region</p> <p>Kirk Rodgers, Director, Mid-Pacific Region</p> <p>Bill McDonald, Director, Pacific -Northwest Region</p> <p>Bob Johnson, Director, Lower Colorado Region</p>	<p>On Target Reclamation's forced outage rate was 1.5% for the year.</p>

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	Complete security risk analysis decision documents for Tiers 1-5.	N/A	N/A	N/A	N/A	55	55		<p>New measure in FY 2003.</p> <p>On Target 55 Decision documents for Tier 1-5 facilities have been completed in FY 2003.</p> <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004.</p>
	In order to measure the reliability of our facilities, Reclamation will establish baseline data on facility condition at the power facilities.	N/A	N/A	N/A	N/A	84%	98%		<p>New measure in FY 2003.</p> <p>Exceeds Target Facility Reliability Ratings have been determined for 98% of power facilities to date. Reclamation pushed to assess all facilities in order to establish baselines and set long-term performance targets as identified as a deficiency in the FY 2004 budget PART review.</p>
	In order to measure the reliability of our facilities, Reclamation will establish baseline data on facility condition at high- and significant-hazard dams.	N/A	N/A	N/A	N/A	85%	90%		<p>New measure in FY 2003.</p> <p>Exceeds Target Facility Reliability Rating has been determined for 90% of high and significant hazard dams to date. This is slightly above the target because Reclamation strived to complete as many rating as possible in order to have baseline data to set targets for the new DOI strategic plan goals for Facility Reliability.</p>
	In order to measure the reliability of our facilities, Reclamation will establish baseline data on facility condition at associated water facilities.	N/A	N/A	N/A	N/A	54%	63%	<p>Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region</p>	<p>New measure in FY 2003.</p> <p>Exceeds Target</p> <p>Notes: Facility Reliability Rating has been determined for 63% associated water facilities to date. We are slightly ahead of schedule.</p>

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	In order to measure the reliability of our facilities, Reclamation will establish baseline data on facility condition at recreation facilities.	N/A	N/A	N/A	N/A	45%	74%	Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region	New measure in FY 2003. Exceeds Target Facility Reliability Ratings have been determined for 74% of recreation facilities to date. The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. Instead, Reclamation will measure Facility Condition Index for recreation.
By 2005, Reclamation will increase water use efficiency by completing water delivery and recycling / reuse projects, increasing the acres managed under water conservation provisions, and responding to drought emergency requests.	Complete Water Delivery and Recycling/ Reuse Projects. In FY 2003, complete feasibility studies and/or cooperative agreements for water recycling/reuse projects. In FY 2003, increase water availability in acre-feet by completing water supply, energy, and recycling/reuse projects, or other activities that increase water availability.	1 N/A	6 N/A	4 111,559	3 18,453	2 25,000	3 25,402	Kirk Rodgers, Director, Mid-Pacific Region Maryanne Bach, Director, Great Plains Region Maryanne Bach, Director, Great Plains Region Bob Johnson, Director, Lower Colorado Region	Exceeds Target Reclamation completed cooperative agreements to complete feasibility studies for water recycling and reuse projects with Brownsville, Texas; Pasadena Title XVI Project, CA; and an agreement with Pineville, UT. Reclamation exceeded the target because the agreement with Pineville did not emerge until later in the fiscal year. The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004. On Target Reclamation has made over 25,000 acre-feet of water available through completion of rural water and Title XVI Recycling and Reuse projects. The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that contains this measure in a <i>revised/expanded form</i> .

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	Facilitate Water Use Efficiency. In FY 2003, promote the efficient use of water supplies associated with federal water projects by assisting entities in water conservation planning and management.	416	284	356	369	260	360	Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region	Exceeds Target Due to continuing drought conditions, more entities requested assistance in drought and water conservation planning than expected. The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004
	# of entities receiving assistance:								
	CALFED Bay-Delta Program. In FY 2003, Establish an Environmental Water Account (EWA) with purchases of up to 185,000 acre-feet, the dedication of water obtained through operational flexibility, and carryover of prior year acquisitions sufficient to provide the water needed for fishery purposes beyond the regulatory baseline and provision of ESA assurances. Water assets will be acquired by the CALFED agencies, consistent with the goals of the CALFED EWA Operating Principles Agreement.	NA	NA	346,000	287,000	210,000	229,000	Regional Directors: Kirk Rodgers, Director, Mid-Pacific Region	Exceeds Target For Fiscal year 2003, the State of California is providing all funds for EWA water purchases, which will total approximately \$36 million. All of the \$2.8 million being provided by the federal government is covering costs for the environmental documentation consultant, Reclamation staff, and energy costs associated with moving EWA water assets. No federal funds are available to buy water for the EWA. Over 229,000 acre-feet of water was made available. The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004

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Address Project Impacts to Water Quality By 2005, protect water quality by addressing Reclamation project impacts and working with Tribes, States and local watershed groups to identify and implement efforts to improve water quality.	Mitigate Potential Impacts of Drought. In FY 2003, respond to requests for drought emergency assistance in a timely manner (within 60 days of receipt) 85% of the time. % met timely:	N/A	88%	100%	76%	85%	97.1%	Vacant, Director, Office of Program and Policy Services Mike Gabaldon, Director, Policy, Management and Technical Services	<p>Exceeds Target For FY 20023, 35 requests for drought emergency assistance were received. Only 1 request exceeded the 60 day limit (64 days) due to no appropriations. The 35 requests were responded to within a 9 day average for an accomplishment of 97.1%.</p> <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004</p>
	Assess and Improve Water Quality. In FY 2003, Reclamation will conduct water quality assessments at Reclamation stream segments or Reclamation reservoirs.	5 (new monitoring)	6 assessments	26 assessments	34 assessments	35 assessments	31 assessments	Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region	<p>Behind Target 31 water quality assessments have been conducted or are ongoing. Reclamation is slightly behind schedule and may have difficulty meeting the target due to late FY 2003 appropriations and other delays in awarding grants and contracts to conduct water quality monitoring.</p> <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004</p>

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	In FY 2003, Reclamation will implement operational changes or structural modifications, to address impacts to water quality.	N/A	N/A	7	5	6	6	Kirk Rodgers, Director, Mid-Pacific Region Bob Johnson, Director, Lower Colorado Region Rick Gold, Director Upper Colorado Region	<p>On Target</p> <p>Examples of accomplishments include:</p> <ol style="list-style-type: none"> 1. Phase II-Modification of the Boundary Pumping Plant, Southern International Boundary Improvement Plan, Yuma, AZ. 2. Phase III-Installation of control and data acquisition equipment, Southern International Boundary Improvement Plan, Yuma, AZ. 3. In 2003 the installation of a temperature control device on the municipal water supply intake at Folsom has helped to conserve cold water for the benefit of steelhead and Chinook salmon. Additionally, in May 2003, the operation of Folsom Dam's spillway gates for flood control releases in lieu of the outlet works allowed additional cold water to be conserved. These changes allow Reclamation to balance the needs to downstream water quality issues and water deliveries, while addressing the competing needs of steelhead and fall-run Chinook salmon. <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004</p>

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Long-Term Goal	FY03 Annual Goal	FY99 Actual	FY00 Actual	FY01 Actual	FY02 Actual	FY03 Target	FY03 Actual	Responsible Official		2003 Performance Report and Discussion
Protect Water Quality By 2005, improve water quality in the seven Colorado River Basin States by eliminating 125,000 new tons of salt from the river at a cost not to exceed \$50/ton from a baseline of 371,000 as reported in the 1999 Triennial review.	Remove Colorado River Salt. In FY 2003, improve water quality in the Colorado River Basin States by adding new projects to control an additional 25,000 tons per year of salt at a cost not to exceed \$50/ton. Tons of salt controlled:	26,300 tons	31,086 tons	36,437 tons	36,500 tons	25,000 tons	30,393 tons	Rick Gold, Director Upper Colorado Region		Exceeds Target 30,393 tons of salt removed at a cost of approximately \$33/ton. The target was exceeded due to more continued advancements in removal technologies. The target of 25,000 tons of salt removed at a cost of no more than \$50/ton was established in cooperation with the 7 Basin States with the terms and conditions of the Program established in a report to the Congress as required by PL 104-20. The Program now exceeds the established annual target because the Program has focused on the most cost effective projects, which are being awarded first. There will come a time when the Program will have to concentrate on more expensive projects, which will bring actual accomplishment into alignment with the long-term target of 25,000 tons of salt removed at no more than \$50 ton. The Department of the Interior has developed a new strategic plan for FY 2003- FY 2008 that contains this measure <i>ina revised form</i> .
Provide Quality Recreation By 2005, Reclamation will improve the quality of its recreation areas by completing recreational compliance reviews, action plans, and 50% of the identified corrective actions.	Conduct Recreation Reviews and Implement Corrective Actions. By the end of FY 2003, complete recreation management reviews at recreation areas (this is a cumulative goal - the total includes the number of reviews completed between FY2000 - FY2003).	NA	64	93	132	157	155	Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region		On Target Reclamation is slightly behind schedule due to scheduling and resource priorities. The accomplishment is 98% of the performance target, which can be considered as a met goal. The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004

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	2.BOR.2: In FY 2003, increase the quality of recreation areas by completing corrective actions scheduled for FY 2003.	NA	NA	32%	104%	65%	74%	Maryanne Bach, Director, Great Plains Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region	<p>Goal Met Over 95 improvements were made at Reclamation recreation areas to increase accessibility and recreation facilities. For example, Reclamation constructed and landscaped new swimming beach at Jamestown Reservoir, ND and installed directional signage at Davis Dam Camp, AZ; and improved facilities for accessibility in numerous areas.</p> <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004</p>
	2.BOR.3: By the end of FY 2003, provide access for the disabled by ensuring that 7% of Reclamation's recreation and public areas meet accessibility standards.		NA	NA	NA	7%	12.8%	Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region	<p>This goal was identified as a new goal in the FY 2003 Annual Performance Plan.</p> <p>Goal Met 12.8 percent of Reclamation's recreation facilities are accessible. The target was exceeded because it was set based on incomplete data as baseline data was still being gathered during FY 2003.</p>
Protect Project Land Resources By 2005. Reclamation will maintain protection of project land resources. This will be done by completing resource management plans and surveying and verifying real property asset data.	Complete Resource Management Plans (RMPs). In FY 2003, improve land stewardship by completing Resource Management Plans.	NA	4	6	5	15	9	Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region	<p>Behind Target During the target setting process, an error occurred and the target was over stated by one. In addition, NEPA documentation has delayed completion of other RMPs.</p> <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004</p>

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Long-Term Goal	FY03 Annual Goal	FY99 Actual	FY00 Actual	FY01 Actual	FY02 Actual	FY03 Target	FY03 Actual			
	Verify Lands Asset Data. By the end of FY 2003, improve land stewardship by updating and completing land asset data and reconciling it to financial records.	N/A	N/A	13%	59%	78%	78%	Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region	On Target To address management issues, 78% of facilities have land asset data in FIRM and reconciled to financial records. The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004	
Enhance Fish and Wildlife Habitat By 2005, Reclamation will protect and enhance fish and wildlife habitat by preserving, restoring, and establishing wetlands and instream or riparian habitat affected by Reclamation projects.	Enhance Fish and Wildlife Habitat. In FY 2003, provide water to conserve threatened or endangered species. In million acre-feet.	N/A	1.9 million acre-feet.	1.7 million acre-feet.	2.1 million acre-feet.	1.9 million acre-feet.	2.16 million acre-feet.	Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region	Exceeds Target Over 2 million acre -feet of water has been provided for Endangered Species Act (ESA) purposes. The target was exceeded because hydrologic supply was better than anticipated coming out of the height of drought last fiscal year.	
	In FY 2003, protect and maintain, establish, restore or enhance acres of wetlands and/or riparian habitat.	N/A	7,187	6,212	41,425.5	10,600	13,846	Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region	Exceeds Target Reclamation maintained, established, restored or enhanced 13,845 acres of wetland habitat. Slightly more acres were address than originally planned. Reclamation will not continue to report on this measure. This measure will be discontinued in FY 2004.	
	In FY 2003, protect and maintain, establish, restore or enhance miles of instream and/or riparian habitat.	N/A	N/A	72	26.05	41	51	Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region	Exceeds Target Approximately 50 miles of instream or riparian habitat have been protected and maintained, established, restored or enhanced during FY 2003, slightly more than planned. Reclamation will not continue to report on this measure. This measure will be discontinued in FY 2004.	

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Increase Opportunities for Tribes to Develop, Manage and Protect Their Water Resources. By 2005, increase Tribal opportunities to develop, manage, and protect their water resources.	Provide Technical Assistance to Tribes. In FY 2003, complete 47 technical assistance activities that will increase Tribal opportunities to develop, manage, and protect their water resources.	N/A	N/A	38	51	47	50	Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific Northwest Region Bob Johnson, Director, Lower Colorado Region	Exceeds Target Assistance activities mostly included water measurement and irrigation planning. The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004.
	In FY 2003, conduct a customer satisfaction survey that both measures progress as compared with the original customer survey and sets baseline data for criteria that focus on missions-related products such as water and power delivery and meeting the Department's 4 C's.	Not Measured	Not Measured	Not Measured	0	75% Completion of survey development	60%	Mark Limbaugh, Director of External Affairs	Revised performance measure for FY 2003. Behind Target Reclamation is behind target on this goal due to late appropriations and unforeseen delays obtaining contractor support. To date, Reclamation has obtained a contract to conduct the Customer Service Survey has been negotiated with the U.S. Geological Survey, Fort Collins Science Center. Reclamation has worked with the contractor to develop specific survey questions and is currently seeking the require OMB approval. A postcard with information on the survey and how to use it will be sent to customers by the end of the fiscal year. The survey results will be gathered and evaluated in early FY04. The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004.

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	Transfer title to one project(s)/facilities that are authorized by Congress.	1	1	5	4	3	2	Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region	<p>Behind Target</p> <p>In FY 2003, titles have been transferred to Loup Basin Reclamation District, Middle Loup Division, Farwell Sargent Units, NE; and the Northern Colorado Water Conservancy District, Colorado-Big Thompson Project, North Poudre Supply Canal and diversion works, Charles Hansen Supply Canal and Windsor Extension and Dixon Feeder Canal (all 3 transferred under 1 agreement). Reclamation anticipated completing one addition transfer. While all the paperwork is done to complete this transfer, the district currently does not have financing in place to pay for the facilities at this time. The legislatively required transfer amount must be paid in full prior to finalizing the transfers. The transfer will be complete early in FY 2004.</p> <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004</p>
<p>Improve Information Technology Management</p> <p>(To be developed as a future amendment to the FY 2000-2005 Strategic Plan once program goals are better defined.)</p>	IT Security. In FY 2003, continue implementation of an IT security program to assure Reclamation IT assets are managed in a consistent, secure manner by increasing by 95% the number of computers that are not directly accessible from the Internet (i.e., are protected by a security device).	N/A	N/A	N/A	90%	95%	96%	Vacant, Chief Information Officer Mike Gabaldon, Director, Policy, Management and Technical Services	<p>On Target</p> <p>Over 96% of Reclamation's computers have been made inaccessible to the Internet as part of the IT security effort.</p> <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004</p>

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	Implement 10 IT security directives.	NA	NA	NA	9	10	17		<p>Exceeds Target 17 IT directives and standards have been developed to date as part of the effort to improve IT security.</p> <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004.</p>
<p>Create a Capable and Diverse Workforce and Environment</p> <p>By 2002, ensure work, administrative, and public facilities provide adequate access for the disabled and support a diverse workforce.</p>	<p>Identify and Address Deficiencies in Facility Accessibility. By the end of FY 2003, provide access by ensuring that Reclamation's places of employment meet universal accessibility standards (this goal is cumulative).</p>	NA	NA	NA	8%	32%	22.3%	<p>Regional Directors: Maryanne Bach, Director, Great Plains Region Rick Gold, Director Upper Colorado Region Kirk Rodgers, Director, Mid-Pacific Region Bill McDonald, Director, Pacific -Northwest Region Bob Johnson, Director, Lower Colorado Region</p> <p>Behind Target 22.3% of Reclamation places of employment are accessible. Reclamation is behind target because it had to set FY 2003 performance targets based on incomplete baseline data. Baseline data have now been set.</p> <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that does not contain this measure in its present form. This measure will be discontinued in FY 2004.</p>	
	<p>Workforce Representation. Reclamation will show an improvement in its workforce population representation as compared with the diversity of these occupations in the relevant civilian workforce from a 9/30/99 baseline.</p>	NA	-45% improvement	6.4% improvement	7.75% improvement	10% improvement	9.98%	<p>Liz Harrison, Director, Human Resources Mike Gabaldon, Director, Policy, Management and Technical Services</p> <p>On Target For the fourth quarter of FY 2003, the population percentage change in the diversity of the permanent workforce was +9.98%. Minorities were +6.84%; White women were +3.14%; resulting in an overall change of +9.98%. This percentage change covers all occupations.</p> <p>The Department of the Interior has developed a new strategic plan for FY 2003 - FY 2008 that contains this measure in a revised form that will be reported by the Department as a whole.</p>	

Comment: Please confirm this statement. I did not see any accessibility measures for the workplace.